



## RESOLUTION

APPROVING THE COST ITEMS OF A SIDEBAR AGREEMENT BETWEEN THE  
NASHUA BOARD OF EDUCATION AND THE NASHUA TEACHERS UNION, LOCAL  
1044, AFT, AFL-CIO, UNIT C - SECRETARIES

### *CITY OF NASHUA*

*In the Year Two Thousand and Seven*

**RESOLVED** by the Board of Aldermen of the City of Nashua

That the cost items of the attached sidebar between the Nashua Board of Education and the Nashua Teachers Union, Local 1044, AFT, AFL-CIO, Unit C – Secretaries are approved.

Sidebar  
Wage Structure Realignment

The Nashua Board of Education and the Nashua Teachers' Union hereby adopt the following recommendations of the Joint Labor Management Committee, established pursuant to the current collective bargaining agreement, whose task was to review the current wage structure and the placement of specific positions within the salary grades and make any necessary recommendations.

1. Effective November 1, 2006, all Grade I positions will be reclassified to Grade II and Grade I shall be eliminated. All current Grade I employees will be placed on the Grade II wage schedule at the employee's current step.
2. Effective November 1, 2006, Grade III will be eliminated and all new positions and vacancies in bargaining unit positions shall be Grade II positions and placed on the Grade II wage schedule. Current employees on the Grade III wage schedule shall be grand-fathered and remain on the current Grade III wage schedule.
3. The current wage schedule, which was effective on July 1, 2004 shall remain in effect until such time as the parties successfully negotiate a successor agreement which covers the period commencing on or after July 1, 2005. Advancement on steps is subject to the ongoing negotiations for a successor agreement.
4. Effective November 1, 2006, employees shall be paid in accordance with the following schedules subject to the provisions in paragraph three above.

	1	2	3	4
Seniority:	(0-5 yrs.)	(6-10 yrs.)	(11-15 yrs.)	(16+ yrs.)
Grade/Step				
2	\$13.85	\$14.59	\$15.34	\$16.09

**Grade 2:** Department Secretary, Guidance Secretary, Library Secretary  
School Secretary, Attendance Secretary, Central Office Secretary, Receptionist, High School  
Principal's Secretary, Accounting Secretary, Accounts Payable Supervising Secretary

Employees who were on Grade 3 during the 2005-2006 school year and thus grand-fathered shall continue to be paid in accordance with the following schedule:

	1	2	3	4
Seniority:	(0-5 yrs.)	(6-10 yrs.)	(11-15 yrs.)	(16+ yrs.)
Grade/Step				
Grandfathered- 3	\$15.40	\$16.16	\$16.89	\$17.66

NASHUA BOARD OF EDUCATION

BY \_\_\_\_\_  
Kimberly Shaw, President  
Nashua Board of Education

Date \_\_\_\_\_

NASHUA TEACHERS UNION  
LOCAL 1044, AFT, AFL CIO

BY \_\_\_\_\_  
Jackie McKnight, President  
Nashua Teachers' Union

Date \_\_\_\_\_

NTU - Unit C Clerical  
 Sidebar Agreement Effective 11/1/2006

Contract Items	Year FY06 (7/01/05-6/30/06)	Year FY07 (7/01/06-6/30/07)
----------------	--------------------------------	--------------------------------

**Wages**

Article IV - Wages & Other Benefits 4:1 <i>The following articles are inclusive of wages</i> Article IV 4:5 - Holidays Article IV 4:6 - Vacations Article V 5:6 - Supplemental Injury Benefits Article VI 6:1 - Sick Leave Article VI 6:2 - Sick Leave Bank Article VI 6:3 - Personal Leave Article VI 6:4 - Bereavement Leave Article VI 6:7 - Court Appearances	\$ 2,427,977	\$ 2,478,143
Base Wage Increase	\$ -	\$ 50,167
% Base Wage Increase	0%	2.07%

**Pension/FICA/Medi**

Base Pension Costs	\$ 148,477	\$ 150,229
Base FICA/Medi Costs	\$ 185,740	\$ 189,578
Projected Base Combined Increase	\$ -	\$ 5,589
Project % Base Combined Increase	0%	1.67%

Overall average increase	\$ 2,762,194	\$ 2,817,950
	0.00%	2.02%

Active Employees Covered:	
Full Time: 83	Average Salary: \$26,268
Part Time: 15	Average Salary: \$14,922

\* Additional compensation for vacation time payments made due to resignation/retirement